

INDEX FOR MERGER ROUNDTABLE TRANSCRIPT

MERGER CAUSES AND MERGER MOTIVES:

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- Efficiently allocate assets: McGuckin 25-26, 30-31, 67-68;
- Increasing shareholder value: Ghemawat 81; Shelton 99;
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- Productivity improvements: Trim bath 61; McGuckin 24-27;
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- Differing Types of Mergers: Joe Bower's seven categories 140-143
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 - o Expected performance is already built into the stock price: Sirower 113;
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- Changes in merger outcomes over time: Trim bath 34-43;
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- What Does Merger "Success" Mean?
 - Kaplan 44-46; Ghemawat 81-84; Shelton 97-99; Sirower 106-107;
 - o To managements:
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 - Net worth of assets as measure of success: Brodsky (Hicks-Muse) 194-195;
 - Financial plan, customer and employee satisfaction: Jones (GE Medical) 207;

- Enhanced R&D output as success criterion: Ingram (GlaxoSmithKline) 173;
 - To shareholders:
 - Bidder Overpayment: Scherer 18; Kaplan 44; Shelton 98; Sirower 110, Bower 144 and Kaplan 44 each say overpaying by the acquirer is not a societal efficiency issue.
 - To society (e.g., consumers):
 - Takeover threat as discipline on all firms: Trimbath 36, 69; Kaplan 47, 69;
 - Productivity increases: McGuckin 28-32;
 - Cost reductions lead to price reductions: Painter 233-246;
 - R&D savings: Dagen 273;
 - More and better products: Hernandez (P&G) 149-150;
 - Policy Implications:
 - If 2/3 of deals do not work for shareholders, what are the policy implications, if any? Scheffman ques. 69-70; Bower ques. 124-128; Petit ques. 135; Kaplan 44, Sirower 114, and Bower 144 noting that *shareholder* losses are *not* a social concern. (Also see Bower on difficulty of getting pricing power, 141).
- Regulation as a deterrent to mergers:
 - High yield financing, FED rules, and state antitakeover laws: Trimbath 122-123; Kaplan 69; Pre-1980 merger rules as too strict: McGuckin 29-30;

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- Definition of synergies: Trimbath, Shelton, & Sirower 122-123;
- Improved allocation of plant resources and enhanced productivity of the plants:
 - McGuckin 28-32; 54, 68; Ingram (GlaxoSmithKline) 168;
- General cost reduction:
 - Kaplan 54; Ghemawat 87; Shelton 97-99; Ingram (GlaxoSmithKline) 160; Mayfield (Illinois Tool Works) 221; Painter 239-259; Dagen 268-269, 271-272;
- Economies of scale and scope: Ghemawat 87; Shelton 100; Scheinman (Cisco) 175; Brodsky (Hicks-Muse) 197;
- Plant rationalization: Ingram (GlaxoSmithKline) 168; Scherer 31;
- Lower input costs due to scale of purchases:
 - Trimbath & Brodsky (Hicks-Muse) 225; Ingram (GlaxoSmithKline) 220; Brodsky (Hicks-Muse) 197; Shelton 97-99;
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 - New products and more innovation: Ingram (GlaxoSmithKline) 163, 173;
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 - Hernandez (P&G) 155; Ingram (GlaxoSmithKline) 163; Brodsky (Hicks-Muse) 197; Shelton 99;
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- Improved operations: Ghemawat 87-90 in a cement roll-up (Cemex); Mayfield (Illinois Tool Works) 188;
- Better distribution & dispersal of known technologies: Trimbath 61; Ingram (GlaxoSmithKline) 169;
- Unfreezing the organization via merger: Shelton 100; Bower 219;
- Choosing the best resources from each firm: Ingram (GlaxoSmithKline) 162; Earnest (ConocoPhillips) 210;
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 - Scherer 21-22; Kolasky & Scherer 74-75; Ingram (GlaxoSmithKline) 170; Mayfield (Illinois Tool Works) 188-190; Jones (GE Medical) 201-208;
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 - Ingram (GlaxoSmithKline) achieved 163; Brodsky (Hicks-Muse) achieved 196-

- 197; uncertain about Ghemawat 90; Mayfield (Illinois Tool Works) 221; Brodsky (Hicks-Muse) 197; 225-227.
- Efficiencies (synergies) may come from unexpected places: Scherer 23;
- Efficiency defense (Scherer support for): 74-75;
- Merger Specificity (necessity of a merger to attain goals or efficiencies or to avoid a problem):
 - Scherer 56,57; Trimbath 61; Kaplan 63; Bower 139; Brodsky (Hicks-Muse) & Bower 217-218; Dagen 268-269, 276-279;
 - Every M&A decision is a make-or-buy decision: McGuckin 59;
 - What fixed-cost savings should count (burden of proving): Painter 255-257, 258-259; Finkelstein 263-264;
- If there are gains from mergers, where do they go?
 - Kaplan 55; Shelton 99, 102; Ingram (GlaxoSmithKline) 162, 170, 183 (R&D);
 - Price-related and non-price consumer gains from merger-induced fixed-cost reductions:
 - Painter 234-247 (price), 249-254 (non-price).

THE M&A PROCESS:

- Clear overall firm strategy (importance of): Hernandez (P&G) 149; Mayfield (Illinois Tool Works) 187; Earnest (ConocoPhillips) 213;
- Target identification: Mayfield (Illinois Tool Works) 186;
- Due Diligence as critical:
 - Scheinman (Cisco) 178; Ingram (GlaxoSmithKline) 171; Mayfield (Illinois Tool Works) (to evaluate risks & get the price correct) 189-190; Shelton 97; Bonanto 312-313; Whitener 325;
- Transition planning is important:
 - Shelton 97; Hernandez (P&G) 152; Mayfield (Illinois Tool Works) 190; Earnest (ConocoPhillips) 210; Bonanto 312-313, 317-318 on the M&A process.
- Post-Merger Integration (PMI) - factors that make it work well:
 - Understanding the acquired business: Kaplan 54;
 - Planning for the integration process: Sirower 117; 129-136;
 - Earnest (ConocoPhillips) 208, 212; Jones (GE Medical) 202-207; Ingram (GlaxoSmithKline) 172; Hernandez (P&G) 152;
 - Plans acquiring firms should produce:
 - Sirower 106-122; Dagen 271-272; Earnest (ConocoPhillips) 210-212; Jones (GE Medical) e-integration tracking tool 202.
 - Choosing strong leader(s): Shelton 97, 102; Jones (GE Medical) 201-202; Earnest (ConocoPhillips) 209;
 - Two leaders versus one: Ingram (GlaxoSmithKline) 167; Hicks Muse 198; Earnest (ConocoPhillips) 209.
 - Appropriate incentive structures:
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 - Appropriate organizational design: Kaplan 54;
 - Maintaining momentum on current business: Shelton 100; Sirower 117.
 - Quickly obtaining readily available cost-reductions & revenue synergies:
 - Kaplan 54; Shelton 97-100;
 - Aligning post-merger corporate cultures:
 - Shelton 102; Ingram (GlaxoSmithKline) 161; Mayfield (Illinois Tool Works) 191; Jones (GE Medical) 200;
 - Speed of integration (need for):
 - Shelton 102; Sirower 116-117; Ingram (GlaxoSmithKline) 174; Brodsky (Hicks-Muse) 199; Jones (GE Medical) 200; Earnest (ConocoPhillips) 210; speed reduces uncertainty for customer, employees, and suppliers; (Detwiler 288, Morphy 309; Bonanto 312; Whitener 320, 324; Kolasky 354).
 - Can you move too fast? Bower 318.

WHY SOME MERGERS DO NOT WORK:

- Poor fit with overarching firm strategy (outside core competence): Hernandez (P&G) 148-149, 153;
- Paying too much: Scherer 18; Shelton 96; Brodsky (Hicks-Muse) 195-196; Mayfield (Illinois Tool Works) 190; Sirower 112;
- Failure to plan for each stage of M&A process: Sirower 115-117;
- Poor leadership: Shelton 97-99;
- Failure to exploit readily available synergies quickly: Shelton 100; - but can focus too much on cost. 98; Ghemawat 91;
- Failure to achieve expected revenue synergies: Ghemawat 91;
- Management mistakes: Trimbath 65;
- Poor communication: Shelton 97; Mayfield (Illinois Tool Works) 192;
- Misalignment of cultures: Scherer 21; Shelton 102; Mayfield (Illinois Tool Works) 191; Scheinman (Cisco) 179;
- Loss of customers to rivals during transition:
 - o Shelton 96-101; Sirower 117; Hernandez (P&G) 151; Mayfield (Illinois Tool Works) 189, 191, 221; Jones (GE Medical) 201; Bonanto 312.
- Loss of key acquired firm managers or technical staff:
 - o Scherer 21; Hernandez (P&G) 152; Ingram (GlaxoSmithKline) 174; 226;
 - o Critical in high tech areas: Jones (GE Medical) 201, Scheinman (Cisco) 216-217;
- Mergers of Equals
 - o Choosing the Best of Both: Scherer 19; Ingram (GlaxoSmithKline) 162; Earnest (ConocoPhillips) 210;
- Customer focus of firms: Jones (GE Medical) 201; Mayfield (Illinois Tool Works) 188; Hernandez (P&G) 148;

COST ACCOUNTING ISSUES RAISED BY MERGERS:

- Dynamic view of industry pricing (need for): Dick 259; Painter 254;
- The Role of Fixed Costs in Pricing: Painter 233-247:
 - o Surveys of how pricing/brand managers choose prices: Painter 236-237;
 - o Criticism of economic theory of pricing: Scheffman 228; Painter 237;
 - o Difficulty of knowing variable or marginal cost: Painter 240-241;
 - o Lower fixed costs allow lower prices in future (more discounting) and funds price wars: 239-240, 244-245, 246;
 - o Brand managers profit center maximization requires consideration of fixed costs :Painter 240;
 - o Firms consider fixed costs in determining transfer prices: Painter 242;
 - o Firms consider G&A and fixed R&D costs for brands in calculating P&L statements for brands: Painter 242-243;
 - o Firms can underprice rivals due to lower fixed costs: Painter 246;
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 - o Reduces need for debt financing 250;
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 - o Role in new product development and product entry decisions:
 - Painter 243, 247, 252-253, 257; and in new entry success rate 254;
- Fixed costs savings associated with mergers (G&A reductions): Dagen 272;
- Which fixed costs savings should count in determining merger-specific effects:
 - o Painter 255-259, Finkelstein 263-264
- Financial leverage and prices: Painter 249-251; Trimbath 266-267;

- Fixed costs and the cost of capital: Painter 256-257;
- Burden of proof in proving efficiencies: Painter 257-258;;

ANTITRUST LEGAL RULES ASSOCIATED WITH M&A:

- (“gun-jumping” or pre-consummation information and control transfer):
- Interfering with information transfer:
 - o Shelton 129, 131-132; Earnest (ConocoPhillips) at 214-215, 224-225;
 - o Length of review problems and uncertainty: 226-227;
 - o Interferes with evaluation of efficiency by buying firm: Dagen 284-285.
- Not interfering unduly with information transfer:
 - o Sirower 129-130; Panel 5 286-340.
- Rule of reason approach produces reasonable outcome:
 - o Panel 5 participants (303, 310; 313-314; 319, 331; 332; 351).
- HSR section 7a versus Sherman Section 1 analysis: Whitener 321-322, 323, 329-330.
- Valid business reasons for information transfer: 309-310; 312; 317; 320-321; 333, 354;
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- ADM/Clinton (success and efficient) 22;
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- Cemex (successful cement merger program) 97-91;
- Daimler/Chrysler 91-92, 98, 116;
- Mattel/Fisher Price 100;
- Novartis 100;
- BP/Amoco (success) 104;
- Viacom/CBS 105;
- AOL/Time Warner 113, 116;
- HP/Compaq 119;
- Pepsi/Gatorade (success) 120-121;
- EchoStar/Direct TV 134;
- Quaker/Snapple (failure) 141;
- P&G/Richardson Vicks - Olay & Pantene brands & surfactant technology synergies (success) 154;
- P&G/Iams - high end pet food brand driven to mass markets and technology complementarities (success) 154;
- P&G/Spinbrush - leverages P&G’s Crest brand for a rotary toothbrush (success) 155;
- Glaxo/BurroughsWellcome - R&D and product extension merger (success) 156-158;
- Glaxo/SmithKline 165-173 (looking good on many dimensions, but too early to tell how it ultimately will be judged; R&D output will determine);
- Cisco/Crescendo 176 (success);
- Hicks-Muse/American Home foods division 196-197;
- Conoco/Phillips 208-213 (early in the integration phase);
- US vs. Computer Associates International, Inc. 297-299

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